



# IN THE LOOP

A Monthly NCDOT Employee Newsletter

**NCDOT**  
**May 2010**

*Our mission: Connecting people and places in North Carolina-safely and efficiently, with accountability and environmental sensitivity.*

## Secretary's Message



In the November issue of *In the Loop*, I wrote about the Interstate 40 rockslide that closed I-40 near the Tennessee border. This month, I am happy to report that on April 25, six months to the day the slide happened, we reopened the highway to traffic. Crews did an outstanding job, working at all hours and braving brutal winter conditions. Many of you played a key role in the cleanup, planning the stabilization of the mountainside and communicating with travelers and business owners. I thank you for your hard work.

As one big project wraps up, another is about to start. In late April, we awarded the contract to replace the Yadkin River Bridge on I-85, which is one of the state's most critical transportation needs due to its high accident rate. We continue to look for ways to fund the second phase of the project, which involves widening the interstate north and south of the bridge.

Gov. Perdue has proposed the creation of the North Carolina Mobility Fund in her budget to pay for expensive, significant statewide transportation projects such as improvements to the I-85 corridor. Revenues for the fund would come from increased DMV registration fees and a phase-out of transfers that are annually made from the Highway Trust Fund to the North Carolina General Fund, and could help us pay for many types of transportation projects, from highways and bridges to transit.

The rockslide and limited funding are just some of the challenges that have confronted us in the past year, and we've been able to face them successfully by working together and being proactive and innovative. Your talent and can-do attitude makes me proud to work for NCDOT.

Sincerely,

*Gene A. Conti, Jr.*

Gene Conti

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## CPI Conference News

By Margaret Anderson

The 2010 Continuous Process Improvement (CPI) Conference held on April 21 in Raleigh, was very successful. It provided a way for the attendees to look at project displays on how NCDOT can work more efficiently and effectively. Outstanding accomplishments were recognized in four CPI categories – Customer Service, Dollar Savings, Energy and Environment, and Safety Improvement. In addition, the Leadership and Management Development Association (LMDA) announced the winner of the Manager of the Year award at the CPI Conference.

The following project was the recipient of the **Most Outstanding CPI Project Award** for 2009!

### **D2 Attenuator Upgrade (Division 2):** (This project was also the category winner for Dollar Savings):



L to R: Meredith Taylor, Brian Dixon, Greg Rayburn, Buddy Dixon, John Wells and Vann Sparrow.

Congratulations to the team members from Division 2 – John Wells, Buddy Dixon, Vann Sparrow, Greg Rayburn, Lewis Baker, Rocco Gentile, Meredith Taylor and Brian Lee Dixon.

**Project Description:** Within the Roadside Environmental Pesticide program in Division 2, water supply and traffic control are two challenges. They sent out advance warning vehicles and most of the time an attenuator or crash cushion device. Sometimes they also sent out a water truck with a 1000-gallon or larger water tank.

One idea was to place a water tank on the attenuator in place of the ballast it carries. The water tank could be attached to the body of the truck. The team found a solution.

The equipment shop removed the existing ballast from the attenuator truck and installed a 1,000 gallon tank along with enough weight to keep the truck within minimum guidelines when the tank is empty. After the truck was retrofitted, preparation was made to place a tank on a second attenuator by using a 1,500-gallon tank. Meredith Taylor of the Greenville Equipment shop designed a tank from steel that held 1,500 gallons and was heavy enough that no additional ballast was needed. The 1,500-gallon unit is much more effective.

The approximate \$2,500 cost of placing the tank on the attenuator is easily offset by the \$282 daily savings (based on an 8-hour day) of not having to operate an additional truck on this task.

### **Central Issuance Verification (Customer Service category);**

Congratulations to all the team members involved in this project.

**Project Description:** The DMV needed the means to do the following:

- 1) Ensure that a customer's identity information was protected as well as verified.
- 2) Electronically verify that a customer is in the United States legally prior to issuing an identification card, driver's license or learner's permit.
- 2) Ensure that each customer has a single driver record and a single identity.
- 4) Electronically verify and authenticate out-of-state driver licenses and identification cards that transfer into North Carolina.



L to R: Donna Bartley, Michelle Hinton, Sandra Lewis, Teresa Crudup, Dorothy Brown, Tony Uzzell, & Erica Fogg (David Bowden - not pictured)



DMV requested legislation to move the issuance of driver licenses, identification cards and learner permits from driver license field offices to a central location to deter identity theft and to allow DMV to electronically verify customer information prior to the customer receiving an issuance. In 2009, DMV began a statewide rollout of the Central Issuance Project. In the Central Issuance process, a customer applying for a driver license or learner permit receives a temporary driving certificate, which is valid for 20 days. During this 20-day period, DMV initiates electronic verification of the information the customer supplied DMV during the application process.



L to R: Faye Dixon, Renee Fuller, Yvonne Smith, Marlon Beck and Felecia Little (not pictured: Eric Wilson and Caresha Rainey)

As a result, there has been a measurable decline in attempts to obtain driver license fraudulently, as well as a decline in identity theft and identity fraud. DMV has the opportunity to conduct thorough investigations of customer information prior to issuing a learner permit, driver license or an identification card.



L to R: Edward Rios, Natasha Rascoe, Lynwood Ebron, & Jeanne Wade (not pictured: Zina Marsh, Stephanie Burton, & Dora Price)



L to R: Barbara Cogdell, Janet Brincefield, Linda Milner, Evelyn Milsap, Russell Lucas, Andrea Ray, & Angela Bridges

**DMV Team Members:** Commissioner Mike Robertson, Deputy Commissioner Joseph John, Tony Spence, Brenda Freeman, Crystal Pargo, Jeffrey Marshall, Sandra Allen and Michelle Mobley.

Vashchenko, Jackie Ruffin, Kathy Eidson, James Altieri and Patrick Bohmer.

**DOT IT Application Team:** Randy Barnes, Kenneth Bergman, Carla Thorpe, Rena Henry, Tom Roth, Dale Darwin, Brian O'Connell, Stephen Dooda, Sandra Utley, Vadim

**DOT Technical Team:** Todd Levey, Jesse Benaro and Ian Nunley.

**DOT IT Infrastructure Team:** Stratton Lindley, Arlon Kemple and Brian Williford.

### **Beam Winch (Energy & Environment category):**



L to R: Barry Kizziah, Walter Allen, Jeff Brown, Scott Teague, Jackie Barnes, Jimmie Hawks and Ken Groce.

Congratulations to the team members from Division 7 – Tim Powers, Donna Ball, Mark Brooks, Jeff Reese, Barry Kizziah, Ken Groce, Jackie Barnes, Jeff Brown, Jimmie Hawks, Scott Teague, Walter Allen and Chris Baldwin.

**Project Description:** Division 7 needed a method of pulling a new liner pipe through the existing pipe without any equipment being placed in a stream. The solution was to build a piece of equipment that can pull an 84-inch diameter liner pipe over 104 feet.



L to R: Toby May, Mark Brooks, Jeff Reese, Donna Ball and Tim Powers.

Bridge Maintenance had a supply of scrap H-piles anywhere from 2-feet long to 10-feet long. Three H-piles were used to form a beam that would provide a stable platform for a winch. The center H-pile was offset from the two end H-piles to help prevent twisting of the beam during the pulling process. The "Beam Winch" was placed on top of the wing walls of the existing pipe at the same elevation as the center of the existing pipe.





The result of this project was a more environmentally sensitive and safer method for installing liner pipes through existing structures. Placement of the "Beam Winch" on top of the wing walls prevented any equipment from being placed in water and allowed for direct communication between the workers and the operator.



L to R: Greg Blevins, Ron Gant, Richard Wilfong, Silas Absher, Brandon Woodruff and John McGlamery.

### **Easy Reach Straps (Safety Improvement category):**

Congratulations to the team members from Division 11 – Matthew Oliverson, Ronnie Minton, Keith Haynes and Brenda Love.



L to R: Brenda Love, Matthew Oliverson, Ronnie Minton and Keith Haynes

**Project Description:** The team developed a simple way to improve a rubber tie down strap to secure a tarp on all loads that are within 6-inches of the top rail on all dump trucks. Safety modifications to the rubber strap consist of enclosing the rubber strap with a 1-inch PVC plastic pipe. The PVC extends the life of the rubber strap and protects it from harmful UV rays that will break down the rubber. By modifying this rubber strap, it eliminates the necessity for a worker to climb up and down the side of a dump truck in order to hook a strap in a tarp ring. The new modified strap can now be hooked from ground level. The utilization of the "Easy Reach Straps" will reduce falling hazards, personal injuries and structural failures.

### **FAN FAVORITE:**

The CPI exhibit that was voted as **Fan Favorite** (determined by the participants of the CPI Conference) is the **Fence Post Puller** - Division 3, Bridge Maintenance.

Congratulations to team members David Thrift, Ben Hooper, Lei Frazier and Chuck Francka.

**Project Description:** The prior method of post removal required the employee to manually pull up on the post while moving the post back and forth. This placed the employee at risk for back injury. In order to improve the method of post removal, the team fabricated a fulcrum and lever device for extraction. Using this puller tool, the post is under control and exits the ground at a controlled rate, thereby reducing risk of injury.



L to R: David Thrift, Larry King and Brad Koonce (not pictured: Ben Hooper, Lei Frazier, Chuck Francka).



Douglas R. McNeal, Manager of the Year

### **MANAGER OF THE YEAR AWARD:**

The Leadership and Management Development Association (LMDA) announced the winner of the Manager of the Year award. Congratulations to Douglas R. McNeal, P.E. (Division 13, District 1 Engineer).

Doug has been a District Engineer for the past seven years. He manages three county maintenance engineers, and one of the largest district office staffs in the state. Doug applies logic and common sense to situations, not allowing his feelings about situations cloud his judgment. He looks to resolve conflicts or implement ideas with a consensus approach. He has a keen understanding of the role of NCDOT in the lives of its employees and the people of North Carolina. Doug continually challenges employees to reach their potential and guides them on new tasks to ensure

they understand what is needed, allowing them to grow in their responsibilities at their own pace.

For more information regarding the CPI Program, please go to [www.ncdot.org/programs/cpi](http://www.ncdot.org/programs/cpi).



CONTINUOUS PROCESS IMPROVEMENT



## Outside-the-box ideas for engaging citizens

By Ted Vaden, Deputy Secretary for Internal and External Affairs

What would cause seven citizens, strangers to each other, to give up a balmy Spring Saturday morning to gather at an empty community college in Concord?

The opportunity to tell NCDOT how we can do our job better, that's what.

On April 10, this small group from the Charlotte area came to Rowan-Cabarrus Community College to give us a few pieces of their mind, and to offer some great advice on how we can better serve the public.

The workshop was part of a new citizen engagement strategy we're developing in the Communications Office to expand our ways of talking with the public – and letting them talk with us. NCDOT does a good job already of citizen outreach through traditional channels such as public meetings and hearings, our website, press releases and other public notices.

But we think technology and new media offer us ways to broaden our dialog with the public. In particular, we're exploring a concept called "Open Source," which is a computer-assisted technique for building communities around common interests. Imagine, for instance, enlisting motorists across the state to report to NCDOT on travel conditions from the road – in real time. In the District of Columbia, citizens collaborated online to create applications that let people use their cell phones to tell the government about failed traffic lights, potholes or subway problems.

The Communications Office has engaged a firm called New Kind to teach us Open Source techniques, and the Concord session was part of a pilot project to test the concept. Specifically, we're looking at ways that we can better engage with citizens on traveler information.

NCDOT puts out a ton of good travel information through our Traveler Information Management System (TIMS), which gives you up-to-date reports on the roads around the state. One click on the TIMS map online will show you, for instance, how fast traffic is moving at I-40 and Harrison Avenue in Wake County, as of three minutes ago. It also reports traffic incidents and weather conditions around the state. TIMS can be accessed by computer or the 511 phone system.

Citizens also can reach us through Customer Service (1-877-DOT-4YOU), CARS (Citizen Action Request System) and the Contact Us line on the website. Problem is, not many people know about those access channels, and the technology is fairly cumbersome. The idea of the open source test is to make the system more user-friendly and more two-way, so citizens can not only receive information but also provide it – on wrecks, potholes, traffic jams and other travel intelligence.

The Concord session was the first of three conducted by New Kind. We also gathered dozens of citizens in Morganton and Greenville in April to give us their ideas. (Ironically, the turnout in Concord would have been higher – except for a massive traffic jam on I-85 near Charlotte that kept several participants from arriving.)

Their ideas were good. Among them:

- ◆ Feature citizens who help DOT, using social media, to tell their stories;
- ◆ Provide a single point of contact at DOT for citizens to communicate with us;
- ◆ Create a "Center for Responsiveness" that makes it easy for citizens to reach us, with a guaranteed response within 48 hours;
- ◆ Install big screen videos at visitor centers that display travel information, real time; and
- ◆ Create a place on the website that has three simple help buttons – Report a Problem, Check Traffic, Status Update.



"I want to go to one space and have buttons that answer three questions," said David Burney, CEO of New Kind, summarizing the citizens' idea. "That idea alone, and how simple it is, I think was pretty brilliant."

These citizens workshops were all in-person, but there is also a digital dimension to the citizen collaboration effort. New Kind has created a website, called "Citizen Connect", that allows the conversation from the sessions to continue online. Participants from the workshops will be able to generate and discuss traveler information ideas, and soon the forum will be expanded to include anyone who wants to contribute to the effort. Who knows, maybe we'll get some citizen-built mobile phone apps that use our traveler data to make it easier to find the best route in a snowstorm.

I was impressed at the Concord session with how diligently the citizens – magic markers and poster boards in hand – worked to help NCDOT and their fellow citizens to provide a better transportation experience. They gave us four hours of their time on their day off – for free! (except coffee and muffins).

Again, David Burney: "We had seven people who showed up on Saturday on a beautiful day and busted their butts. It's an amazing thing!"

## Training & Development: Leading Employees through Change

By Tom Clark

Research has shown that the number one obstacle to organizational change is employee resistance. However, managers and supervisors can influence employee attitudes about new workplace practices. This is the goal of T&D's "Leading Employees Through Change" (MGT786-L) course. Participants will be able to:

- 1) Define and describe change management;
- 2) Understand why change is necessary for an organization;
- 3) Understand resistance to change; and
- 4) Learn how to deal with and manage change in the workplace.

"Leading Employees through Change" includes individual and group exercises and a video designed to help managers and supervisors become better change agents for the organization. Participants will be taught how to first embrace organizational change. Then they will learn and practice the necessary skills to facilitate their employees' acceptance of organizational change.

### **Target Audience:** Managers and Supervisors

For more information about the Training and Development Section's courses or supplemental services, please feel free to contact us by phone at (919) 662-3582 or by email at dot\_training.

### **T&D Calendar**

The 2010 March - June Training and Development (T&D) Calendar is now posted on the NCDOT portal. As class updates occur regularly, please check this version for the most current information about our class schedule.

The T&D Calendar and T&D Course Catalog are frequently updated online to reflect new course offerings and improvements to existing courses. In order to access the most up-to-date versions of these documents, follow these three steps:

- 1) Log onto the NCDOT Intranet Portal

Once logged onto the Portal, open T&D's home page. To do this:

Under the "Portal Navigation" section on the left side, click on the "DOT Training" link.

Then click on the "Training and Development" link.



At the bottom of T&D's home page, look under the "Document Library" section. There are links to various T&D documents, including the most up-to-date T&D Calendar and T&D Course Catalog. Click on the link to the document you want to access.

(The T&D Course Catalog can also be accessed by clicking on the "Course Catalog" link under the "Welcome to Training and Development" section at the top of the page.)

Please note: The NCDOT Intranet Portal layout and links may change from time to time. If you need assistance in locating any T&D information, please feel free to contact a T&D Training Consultant.

## THE FUTURE OF PERFORMANCE: NCDOT'S INTERNAL MANAGEMENT DASHBOARD

By Ehren Meister, Director of Performance Metrics

The future of managing NCDOT's performance is here. Last month approximately 225 DOT employees and managers received instructions and access to a new performance reporting tool called the *Internal Management Dashboard*. This innovative tool is an exciting new way of reviewing performance results right at your computer on a moments notice. If used properly by senior staff, it can greatly change the way we operate and manage day-to-day performance.

What is an internal management dashboard? Just like a car's dashboard, an internal management dashboard is a set of important "gauges" and indicators that show managers how the organization, division or unit is performing. It indicates when performance is at its peak and when the engine or organization may "need service."

[Home](#)

### NCDOT Internal Management Dashboard

[Safer](#) [Mobility](#) [Infrastructure Health](#) [Works Well](#) [Great Place](#)

The department's Internal Management Dashboard (IMDB) is a reporting tool that presents automated, accurate and immediate performance results in a user friendly, interactive means to department executives, managers and program staff. Each organizational goal has a series of performance indicators that can be further explored, tracked and reported. To begin, simply click on each goal heading above to navigate through the available results.

Performance metrics available include:

Safer	Mobility	Infrastructure Health	Works Well	Great Place
<ul style="list-style-type: none"><li>• Crash / Fatality Rates</li><li>• Seat Belt Usage</li></ul>	<ul style="list-style-type: none"><li>• Ferry Service Reliability</li></ul>	<ul style="list-style-type: none"><li>• Bridge Health</li><li>• Pavement Condition</li><li>• Rest Area Condition</li></ul>	<ul style="list-style-type: none"><li>• Environmental Compliance</li></ul>	<ul style="list-style-type: none"><li>• Employee Safety Index</li></ul>

Each performance measure on the internal management dashboard has a "User Guide" link located on the bottom of each page. The user guide includes additional information such as measurement definitions and contact information.

[User Guide](#)

A screenshot of NCDOT's Internal Management Dashboard.

NCDOT's Internal Management Dashboard (or IMDB) is a web-based list of key performance metrics depicted in an automated, user-friendly format, that allows managers the ability to see real-time performance information in an interactive manner. It allows the user to "drill-down" within a selected performance area to see more detailed results and identify improvement areas.





The basic purpose of the internal management dashboard is to provide employees and managers an easy-to-use tool that reports immediate performance results in an interactive and intuitive manner, supporting better decision-making, accountability, transparency and overall improved performance. Although standardization is important, it's flexible in the way information is graphically displayed (i.e. maps, tables, graphs, trends, green vs. red, etc.) and can be customized to produce specific performance reports when needed (like some PDA results).

Launched in April, the IMDB is organized around the department's five goals and only viewable internally by DOT employees that have received prior access to a secure server and Web site. Implementation of the internal management dashboard will be segmented throughout the next year with the "top 150" management positions receiving access first followed by the next level of managers and so on, until all department employees that require use have received access.

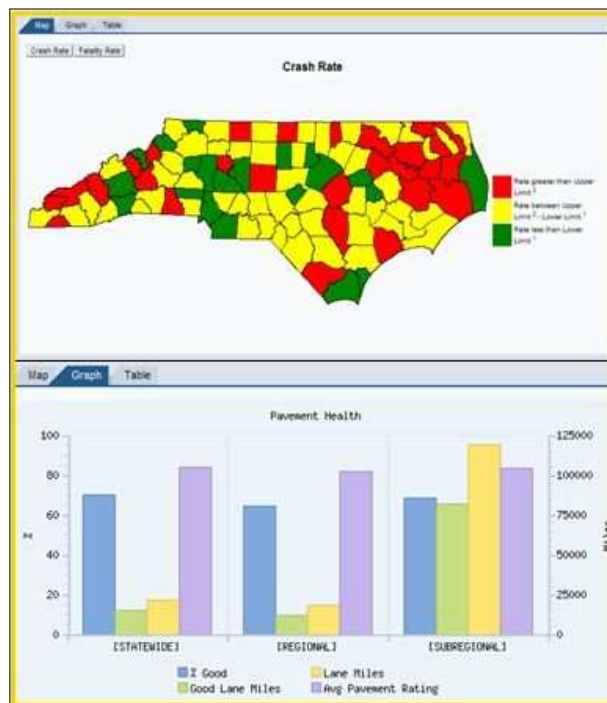
The initial April rollout of the IMDB included eight key performance metrics with detailed results available. Additional metrics will be added routinely as data becomes automated and measures defined. Organizational-wide metrics such as employee safety indices and crash rates are available for managers to periodically review and retrieve PDA results. Although the IMDB has many capabilities, it is not intended to include every performance metric or to be a reporting solution for every single need at the department.

A key component of the internal management dashboard is to establish synchronized electronic updates so that performance results no longer have to be manually collected, calculated or distributed – essentially a "one stop shop" for performance results.

The dashboard is only a reporting tool and not a means to maintain or manage raw data. It is a place where managers and employees can log on to monitor performance outcomes (even some PDA measures) at any time throughout the year.

If properly used through regular monitoring, our internal management dashboard will greatly improve our managers' ability to make decisions, allocate resources, and to hold the department accountable for meeting performance expectations. Likewise, we will be a higher performing organization and serve as a model for other government agencies. The future of performance management has arrived; we now just have to begin to use it.

If you would like to know more about the Internal Management Dashboard, see a demonstration, or receive access during upcoming implementation phases, please contact Ehren Meister, (919) 715-5363 or [emeister@ncdot.gov](mailto:emeister@ncdot.gov).



Examples of the types of performance information that can be displayed.

## PERFORMANCE CORNER – PDA SEASON IS HERE

By Ehren Meister, Director of Performance Metrics

It's that time of year again, when employees and managers all over the department conduct their annual performance management reviews and plan their performance goals for the next year. However, this year is a little different. This is the first time that all employees will be evaluated using the new Performance Dashboard and Appraisal (PDA). Furthermore, it is only the second year that the PDA will be used to establish revised performance metrics, target expectations and weights for every employee.

As a reminder, PDAs and metrics should continually improve and are intended to become better and more precise each year they're implemented. Employee performance metrics should always be reviewed and adjusted annually as part of the performance planning efforts conducted each spring. In fact, it's not too late to review and refine your PDA





performance metrics so that better measures and targets can be adopted for the next performance cycle.

To help managers and employees review and update the performance metrics, here are a few important tips and reminders:

- Every employee should have between three and 10 metrics on their PDA (in Section A);
- Define each performance metric so the supervisor and the employee fully understand what is being measured and what “meets expectations.” Write out the performance measure directly on the PDA so it is clear and measurable;
- Be sure there’s a source or way of tracking and getting the results for each measure. Metrics should be easily measured without enormous effort or cost;
- All performance measures should begin with words such as percentage, number, rate, score, index, etc. Metrics must be objective and quantitatively measurable;
- It’s the responsibility of each manager and employee to establish the appropriate measures, targets and weights for what they do. Although some measures may be suggested or available to choose from, ultimately managers and supervisors have the flexibility to decide what is best for their employees’ PDAs;
- Metrics (especially weights) can differ from employee to employee based on priorities, responsibilities and core functions. Metrics can also be shared among multiple employees;
- Copying higher level metrics from supervisor PDAs are not required. Write metrics that make sense for that employee;
- The use of organizational metrics is acceptable and encouraged in some instances (for example, organizational metrics like crash rates or infrastructure health scores); however, for most employees the weight applied to these types of performance metrics should be minimal (no more than a combined 25%).

Guidance documents and forms are available on NCDOT’s Intranet Portal at: <https://intranet.dot.state.nc.us/portal>. Look for the heading titled “New Performance Management System.”

If you need help with developing performance metrics, have questions about the tips described above, or would like to know more about measuring performance, please contact Ehren Meister, (919) 715-5363 or [emeister@ncdot.gov](mailto:emeister@ncdot.gov).

## The DOT Ethics Corner – How to handle vendor contact during procurement process

By Katherine White

We hear from time to time that DOT employees will have lunch with a vendor when a request for proposals is pending.

Particularly when the employee is on the evaluation team for the procurement, such contact is to be avoided. The contact gives rise to an appearance of impropriety. The appearance is there even if you pay for your lunch, and you don’t discuss the procurement.

Say you have lunch with Bidder A, who is in direct competition with Bidder B for the contract award. Bidder B sees you at the local McDonald’s. You’re sharing Bidder A’s French fries. Bidder B doesn’t know what you’re discussing. He knows that Bidder A has submitted a bid for the project. He can reasonably question why a DOT employee is eating with a competitor.



There may be some exceptions and valid reasons to socialize with a vendor during the bid process, but they must be



approved in advance, not with an e-mail after the fact.

The integrity of the bid process at NCDOT is at the heart of our credibility in delivering services to the citizens of North Carolina at the best price and quality. If folks see vendors and NCDOT staff together, the department's credibility is immediately called into question.

We also have to be mindful that Governor Perdue's Executive Order 24, issued in October 2009, which expands the scope of General Statute §133-23, and makes it a crime for state employees to willfully accept a gift or favor from a contractor, subcontractor, or supplier of the state if the employee is involved in: (1) preparing plans, specifications, or estimates for public contracts; (2) awarding or administering public contracts; or (3) inspecting or supervising construction.

Now, any State employee can be disciplined for violating the statute, even if the employee does not work in a category listed above.

Finally, it's always worth a reminder that favoritism can rise to the level of a criminal offense. General Statute §136-13 reads, in part:

It shall be unlawful for any . . . employee of the Department of Transportation, directly or indirectly, to corruptly ask, demand, exact, solicit, accept, receive, or agree to receive anything of value for himself or any other person or entity in return for:

- (1) Being influenced in his performance of any official act;
- (2) Being influenced to commit or aid in committing, or to collude in, or allow, any fraud, or to make opportunity for the commission of any fraud on the State of North Carolina; and
- (3) Being induced to do or omit to do any act in violation of his official duty.

All of us need to think before we act – particularly when it involves putting ourselves in situations with vendors that might be uncomfortable. If you feel uncomfortable, you probably have a reason to be and should start asking yourself questions, as well as communicating your concerns to your supervisors.

Questions? Contact [KatherineWhite@ncdot.gov](mailto:KatherineWhite@ncdot.gov) or (919) 733-2520

## 2010 CONSTRUCTION CAREER DAYS

By Jennifer Thompson

NCDOT welcomed more than 1,300 students to learn about jobs in highway and commercial construction at the 26<sup>th</sup> Construction Career Days, held April 20-22 at the Cabarrus Arena and Events Center in Concord.

Since the event kickoff in 2001, approximately 30,000 students across North Carolina have learned about careers ranging from truck driving and surveying to carpentry and highway engineering.



The department's on-the-job training program partnered with local schools, highway and commercial contractors, equipment dealers, and representatives from the construction industry to present a range of vocations available to students.

High school sophomores, juniors and seniors from Anson, Cabarrus, Gaston, Mecklenburg, Rowan, Stanly and Union counties got a glimpse into careers in welding, masonry and electrical services. Participants were able to operate heavy



equipment like excavators, attenuator trucks, cranes and front-end loaders under direct supervision. Representatives from regional community colleges were also available to answer questions about training and educational opportunities.

Studies from 2009 reflect a national vacancy of 952,000 new construction jobs, and a need for 1 million new workers each year.

Two more events are planned for this fall in Waynesville and Fayetteville.

## Earth Day

By Elizabeth Lusk

***In the end, we will protect only what we love.  
We will love only what we understand.  
We will understand only what we are taught.***



Where were you on April 22? If things seemed a little greener on that Thursday, it was because the earth was celebrating the 40th anniversary of EARTH DAY!! Earth Day each year marks the anniversary of the birth of the modern environmental movement in 1970.

Among other things, 1970 in the United States brought with it the Kent State shootings, the advent of fiber optics, "Bridge Over Troubled Water," Apollo 13, the Beatles' last album, the death of Jimi Hendrix, the birth of Mariah Carey, and the meltdown of fuel rods in the Savannah River nuclear plant near Aiken, South Carolina -- an incident not acknowledged for 18 years.

It was into such a world that the very first Earth Day was born.

Earth Day is a day designed to inspire awareness and appreciation for the Earth's environment. Earth Day was conceived by Sen. Gaylord Nelson after a trip he took to Santa Barbara right after the horrific oil spill off the California coast in 1969. Outraged by the devastation and Washington political inertia, Nelson proposed a national teach-in on the environment to be observed by every university campus in the U.S. on April 22, 1970. On that day, 20 million Americans took to the streets, parks and auditoriums to demonstrate for a healthy, sustainable environment.

Twenty years later, the 1990 Earth Day went global, mobilizing 200 million people in 141 countries and lifting the status of environmental issues on to the world stage. Earth Day 1990 gave a huge boost to recycling efforts worldwide and helped pave the way for the 1992 United Nations Earth Summit in Rio de Janeiro. Earth Day is now observed April 22 each year by more than 500 million people and several national governments in 175 countries.



Earth Day 1970 achieved a rare political alignment, enlisting support from Republicans and Democrats, rich and poor, city slickers and farmers, tycoons and labor leaders. The first Earth Day led to the creation of the United States Environmental Protection Agency and the passage of the Clean Air, Clean Water, and Endangered Species Acts. These are just a few of the environmental efforts and regulations that affect the NCDOT today. One could say NCDOT's Natural Environment Unit is in existence today, providing jobs for our biologists and engineers, because of that first Earth Day 40 years ago! For that matter, the Roadside Environmental Unit, the Division Environmental Officers, and many others at NCDOT, wouldn't exist either. Talk about a jobs stimulus package!

While growing pains are inevitable with such an all-encompassing, ever developing, good-for-ya initiative, even 40 years later, the returns are worth the investment. Those of us (and there are many, in fact I would venture to say all of us) charged with ensuring that the NCDOT plans, designs, and constructs environmentally sound transportation projects, appreciate the efforts and contributions of everyone.

References:

<http://www.earthday.net/node/77>, [http://en.wikipedia.org/wiki/Earth\\_day](http://en.wikipedia.org/wiki/Earth_day), <http://www.epa.gov/earthday/>

## High-Speed Rail Project Showcased at Workshop

By Sondra Artis

The NCDOT's Rail Division educated nearly 500 members of the business community about opportunities designing and building the state's high-speed rail project at a special conference on Wednesday, April 21. The Southeast High Speed Rail (SEHSR) corridor will connect Raleigh to Charlotte, and ultimately Charlotte to Washington, D.C.

The *SEHSR.biz* workshop, in Greensboro, spotlighted information and networking events for large and small businesses. Minority- and woman-owned businesses were represented along with engineers, contractors, subcontractors and local governments.



Nearly 500 members of the business community attend high-speed rail workshop in Greensboro.

"We're estimating 4,800 jobs will be created or maintained by this massive project," said NCDOT Rail Division Director Pat Simmons. "In this tough economic climate, businesses of all types came to see how they can best work together in the state's rail environment. It was beneficial to the hundreds who participated."

In January, as a part of the American Recovery and Reinvestment Act (ARRA), the federal government awarded North Carolina \$545 million for SEHSR's design and construction under the Passenger Rail Investment and Improvement Act.

At *SEHSR.biz*, NCDOT Rail officials provided project-level ARRA details and business opportunities, including grant awards, share NCDOT plans to implement its program of projects, facilitate interaction among companies and provide technical assistance. Federal officials also were present.

The Rail Division partnered with NCDOT's Business Opportunity and Workforce Development, the North Carolina Railroad Company, the North Carolina Institute of Minority Economic Development and Carolinas AGC to bring small businesses together with traditional highway and railroad contractors to learn about the projects.





## NCDOT Rail Division Employee Receives Special Safety Honor

By Sondra Artis

The National Association of Railroad Passengers (NARP) recently honored Rail Division Director of Engineering and Safety Paul Worley with a special recognition plaque for his distinguished leadership in railroad safety.

"We are proud of Paul and his efforts to improve safety at our railroad crossings," said NCDOT Secretary Gene Conti. "His leadership has saved lives and is one example of why North Carolina continues to be a national leader when it comes to rail and rail safety." Conti is the chairman of the American Association of State Highway and Transportation Officials (AASHTO) Standing Committee on Rail Transportation.



Worley had been nominated for the Dr. Gary Burch Memorial Safety Award. But, that award typically is presented to railroad workers who do not have "safety" in their job titles. However, the NARP advisory committee and the Burch family deemed Worley's efforts impressive enough to acknowledge and appreciate.

"While this special recognition looks at what we've done, railroad crossing safety is not a static issue," Worley said. "We must continue to be vigilant in our efforts to maintain and advance the safety of crossings for all North Carolinians."

Worley has led several safety initiatives including the development of the Sealed Corridor Initiative, which has dramatically increased the effectiveness of highway-railroad crossing warning systems and has become the national model. He also has assisted in the development of the Traffic Separation Studies process through which rail corridors are systematically evaluated for crossing safety solutions including closures, near-term safety improvements for at-grade crossings and long-term solutions such as construction of bridges or grade separations.

The Dr. Gary Burch Memorial Safety Award is an annual award from the Burch Family to the railroad worker who has done the most to improve the safety of railroad passengers. Burch, a doctor at Eisenhower Hospital at Fort Gordon, Georgia, was one of eight passengers killed in 1991 while traveling on Amtrak's *Silver Star*. It derailed at a switch that the National Transportation Safety Board later said was poorly maintained.

Dr. Burch's wife, Bette, was traveling with him and was injured. Later, she and her children, Michael Burch and Kathryn Burch Pettyjohn, consulted with NARP and decided to establish the award, with the goal of improving passenger rail safety.

Worley's special recognition plaque is the first one ever given in connection with the Burch award's 16-year history.

Worley received the plaque in April at the National Association of Railroad Passengers' Capitol Hill reception in the Rayburn House Office Building in Washington, D.C.

## NCDOT & Community Blood Drive

Thursday, May 13, 2010

12:30p.m. - 4:30p.m.

"Community Bloodmobile"  
Outside of the Charlotte Equipment Shop  
7901 District Drive  
Charlotte

### Appointments:

Please call Bob at (704) 596-2131 or

[rpwaterhouse@ncdot.gov](mailto:rpwaterhouse@ncdot.gov) to sign-up and save three lives in our community!

Free T-Shirts! All are welcome, not just employees.



## Here's a legal way to print money: change the font

By Dinesh Ramde, Associated Press Writer

Here's a way you might save \$20 this year: Change the font in the documents you print.

Because different fonts require different amounts of ink to print, you could be buying new printer cartridges less often if you wrote in, say, Century Gothic rather than Arial. Schools and businesses could save thousands of dollars with font changes.

Data on the subject from [Printer.com](http://Printer.com), a Dutch company that evaluates printer attributes, persuaded the University of Wisconsin-Green Bay to make a switch. Diane Blohowiak, coordinator of information-technology user support, has asked faculty and staff to use Century Gothic for all printed documents. The school also plans to change its e-mail system so it uses Century Gothic.

"The feedback we've gotten so far has been positive," she said. "Century Gothic is very readable."

The school of 6,500 students spends about \$100,000 per year on ink and toner cartridges. Although students and staff can change the default font to something more ink-intensive, Blohowiak said the university expects to save \$5,000 to \$10,000 per year with the font switch.

When Printer.com tested popular fonts for their ink-friendly ways, Century Gothic and Times New Roman topped the list. Calibri, Verdana, Arial and Sans Serif were next, followed by Trebuchet, Tahoma and Franklin Gothic Medium. Century Gothic uses about 30 percent less ink than Arial.

The amount of ink a font drains is mainly driven by the thickness of its lines. A font with "narrow" or "light" in its name is usually better than its "bold" or "black" counterpart, said Thom Brown, an ink researcher at Hewlett-Packard Co., the world's top maker of printers.

Also, serif fonts — those with short horizontal lines at the top and bottom of characters — tend to use thinner lines and thus less ink than a "sans serif" counterpart.

But while using less ink at home can help you buy roughly one fewer printer cartridge each year, it's not necessarily better for the environment.

That's because some fonts that use less ink, including Century Gothic, are also wider. A document that's one page in Arial could extend to a second page if printed in Century Gothic. Blohowiak said her research suggests that ink comprises the main cost of a printout, but the environmental costs of paper are probably higher.

"Maybe the individual characters use less ink, but if you're using more paper, that's not so green, is it?" said Allan Haley, director of "words and letters" at Monotype Imaging Inc. in Woburn, Mass., which developed Century Gothic.

Also, Century Gothic was designed for limited blocks of text such as titles and headlines, not for full documents, said Haley, who describes fonts as his "children." Despite [Printer.com](http://Printer.com)'s research and UW-Green Bay's experience, Haley said he still recommends Times New Roman or Arial for their readability.

The standard advice for trimming printing expenses still applies: Print in "draft mode," if you can. Use both sides of a page and do a print preview to make sure you're not printing pages with useless text such as a copyright line. Using an



ink-saving font is just one more technique to consider. And the greenest way to save on ink is not to print at all.

That's the philosophy Microsoft Corp. said it uses in deciding which fonts to include in its Outlook and Word applications. The more pleasing a font looks on the screen, the less tempted someone will be to print, said Simon Daniels, a program manager for Microsoft's typography group.

That's why the company changed its defaults in Office 2007 from Arial and Times New Roman to Calibri and Cambria, he said.

"We're trying to move the threshold of when people hit the print button," he said.

## Got Good News?

NCDOT does!

Good Morning All,

I would like to extend sincere appreciation for all efforts and diligence in regards to the much needed enhancements for N.C. 119 North. The community is very pleased with the resurfacing and improvements. I am extremely grateful for the guard rails along the bridge, this will truly enhance the quality of life and safety of residents and travelers, in addition to our bicyclers.

Thank you all!

Best,  
Gale Pettiford

Dear Mike,

On our annual return from Florida each year, most often we stop at your state's welcome rest area. What a pleasant surprise this year! The renovation of your facility was so well done. At first we were not sure we were in the same place, until with spoke with Mr. Robert Blackwell, your attendant.

Mr. Blackwell is also the reason I am taking the time to write to you. What a pleasant man and so proud of the place and the job he does. I can't remember when I have visited a rest area that was so clean. Granted, it is new, but as long as he is around, I am sure it will stay immaculate.

Being a business owner myself I know the value of good employees, and I just wanted to let you know that you have an exceptional one.

Laura East, President  
Hartley Enterprises, Inc.



Gregory J. Spearman  
Incident Management Assistance Patrol  
750 N. Greenfield Parkway  
Garner, NC 27529

Dear Mr. Spearman:

I want to thank you so very much for the highway assistance that you gave my wife, Heather, on Tuesday. A flat tire is enough of a problem, but when it happens on the highway on the drive to work, it can be a stressful and dangerous situation. When you stopped to offer assistance and then waited for AAA to arrive, the problem was resolved quickly and safely. You are to be commended for the courteous and professional way in which you handled the highway incident on Tuesday.

We feel fortunate that you were on duty when my family needed help. Please let me know if I can ever be of assistance, either in Gaston County or Raleigh.

Best regards,

Representative Wil Neumann  
North Carolina State House  
District 108

To Whom it May Concern:

My wife and I were coming from Florida, when we decided to stop at the North Carolina Welcome Center. We were traveling north. We made it a point to stop and talk to Mr. Robert Blackwell and comment to him how spotless he kept this facility. It was the cleanest facility we have ever been in. Everything shined, you could seriously eat off of the floor. In fact, the wife and I were compelled to wipe down the sink when we were through. It is evident that Mr. Blackwell is conscientious and takes pride in his work.

Yours Truly,

William D. Csak  
Janette J. Csak

Thank you for providing such beautiful rest areas. We used the one on route 220 south near Seagrove on Saturday and the one northbound today. (4-27-2010). The staff was friendly and helpful. I wish we could thank each attendant personally. They are outstanding representatives of their state. You can be very proud of the facilities and staff.

Anonymous





## NCDOT launches new Web site to encourage green driving

By Julia Merchant

On April 22, in conjunction with Earth Day, the Communications Office launched a new Web site called Drive Green, Save Green. The Web site provides useful information and tips to help drivers use less fuel and save money at the gas pump.



The Drive Green, Save Green site is part of an overall campaign to educate motorists on how to become a green driver (also called an eco-driver). Anyone, no matter what vehicle they drive, can easily adopt green driving practices, which generally involve making small, no-cost changes to the way you drive, how you maintain your vehicle, and how you get from place to place. Green driving practices, though simple, can result in surprisingly big savings.

For instance, did you know that an air conditioner can consume up to one gallon of gas per tank to cool a vehicle? To avoid this and save on fuel costs, turn off the AC when you're going less than 40 miles per hour. You can find more cost-saving techniques like these – including driving habits, vehicle maintenance practices and alternative transportation options - on the new Drive Green, Save Green site. Check it out at [www.ncdot.gov/programs/drivegreen/](http://www.ncdot.gov/programs/drivegreen/), and look for more from the driving green campaign in the coming months.

## Interstate 40 Reopens after Rockslide

By Peder Zane

On Oct. 25, a terrifying rumble filled the air as a massive rockslide closed a stretch of Interstate 40 near the Tennessee border.

On April 25, exactly six months later, the familiar whoosh of cars and trucks echoed once more off the mountains of Western North Carolina as I-40 was reopened.

The six months between that rumble and whoosh is a story of challenges confronted and conquered.

Cleaning up and stabilizing the mountain was a tremendous challenge. Crews spent months battling harsh winter weather as they blasted and removed 7,000 truckloads of rocks – enough to cover 37 football fields with a one-foot layer of rock. At times supported only by thick ropes and their years of training, workers operated drill rigs hanging by wire threads to bore close to 600 holes into the steep slope. They also used a helicopter to install 540 rock bolts – most of which were steel rods, 50 to 120 feet, weighing up to 1,200 pounds - into those four-inch wide holes.



Aerial photo of rockslide, which occurred on October 25, 2009.

It was a real team effort, starting with Gov. Bev Perdue, who issued an emergency declaration just three days after the slide, enabling the state to be reimbursed by the federal government for almost all the project's estimated \$12.9 million cost. It also included DOT officials from North Carolina and Tennessee; the Federal Highway Administration; the National Forest Service; elected state and local representatives; the tourism community; the media and, of course, the public.



DOT crew members guide a rock bolt into the side of the mountain.

Although the reopening of I-40 marked a major milestone, the job is not done. While the road is now safe for travel, crews will continue work through the summer to stabilize several sites in the area.

It was cold and rainy outside on April 27, when about 75 people gathered to celebrate the reopening. But a warm spirit reigned inside the Welcome Center at mile marker 10.5. Every member of the rockslide team had a reason to smile as we heard the cars and trucks whoosh by on I-40.

## Get Write!

By Tiffany N. Ross

### Advice vs. Advise

**John:** Hey do you have second? I need your advise on an issue.

**Sally:** John do you mean you need my advice?

**John:** Yeah, that's what I said.

**Have you ever been in a similar situation and then you find yourself wondering whether you need advice or advise?**

**I'm sure many Americans struggle with this same dilemma everyday.**

**There is an easy solution to solving this problem...Definitions of each word**

**Advice (noun)** - an opinion or recommendation offered as a guide to action, conduct, etc.

#### Examples:

Jane gives great advice.

Sometimes the engineer's advice is too technical.

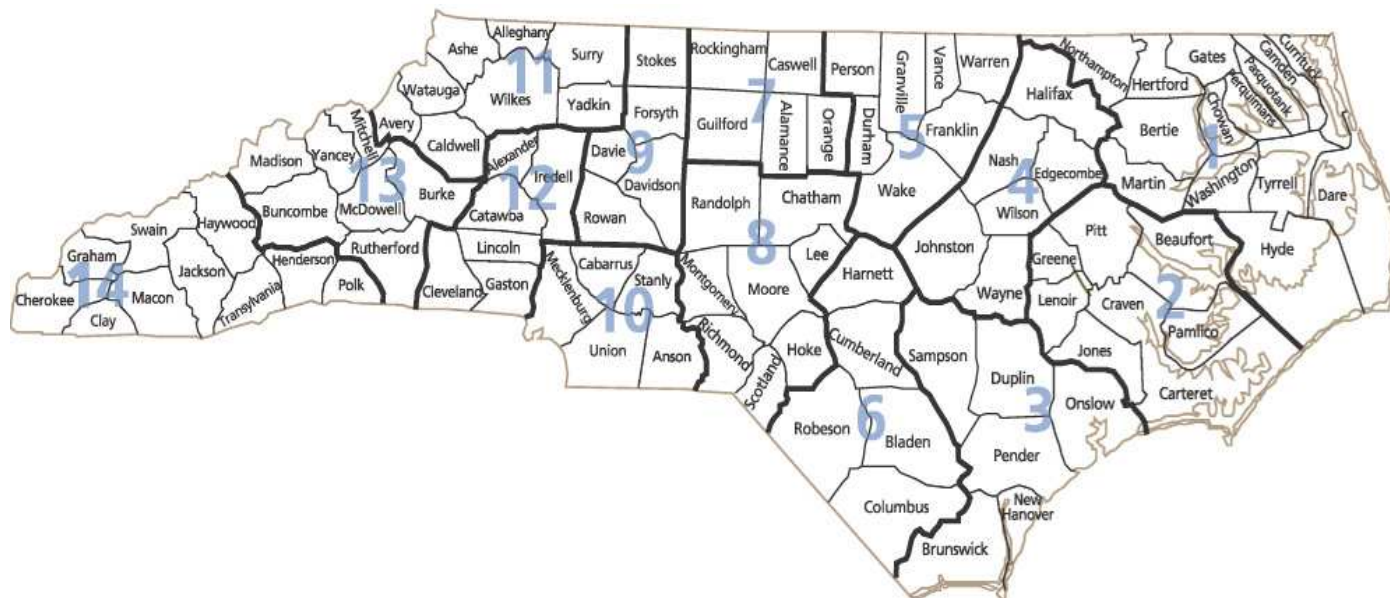
**Advise (verb)** - to give counsel to; offer an opinion or suggestion as worth following.

#### Examples:

1) I advise you to recycle. It's easy and a little goes a long way! 2) I will act as you advise.

Now when faced with the grueling decision as to whether or not you should use advice or advise, you will always come out on top!





### Division 1

By Margo Jordan

#### *New Employee:*

**Justin Perry**, temporary transportation worker, Pasquotank County Maintenance.

#### *Promotions:*

**Wanda Castelloe**, to office assistant IV, Ahoskie District Office.

#### *Marriage Announcement*

#### *Congratulations to:*

**Justin Cross**, transportation worker, Dare County Maintenance, on his marriage to Tina Cross on March 27.

#### *Birth Announcement*

#### *Congratulations to:*

**Jason Davidson**, deputy traffic engineer, Division Office, and his family on the birth of his son Taylor Wynn Davidson, on March 25 weighing 5 pounds.

### Division 2

By Brenda Lewis

#### *New Employees:*

**Kenneth Paul Ford** and **Jeremy N. Haines**, temporary employees, Bituminous;

**Willie Sherrod**, transportation worker, Pitt County Maintenance; and

**Christopher Horak**, vehicle equipment repair technician, Newport Equipment Shop.

#### *Retirement Announcement*

#### *Congratulations to:*

**Lewis Baker**, Greenville Shop Supervisor, (VERTS), retired with more than 31 years of service; and

**Alexander Powell**, transportation supervisor, Pitt County

Maintenance, retired with 18 years service.

#### *Birth Announcements*

#### *Congratulations to:*

**Bonita Henderson**, administrative assist IV, on the birth of her grandson Gavin Alexander Henderson on April 2 weighing 7 pounds, 4 ounces.

#### *Sympathies to:*

To the family of **C.P. Jones**, New Bern Roadside Environmental; and

**Michael Sutton**, environmental specialist, on the loss of his father.

### Division 4

By Sandy Tharrington

#### *New Employees:*

**Wayne Jones**, **Frankie Lamm**, **Wayne Jones**, **Donald Gray** and **Kim Moore**, temporary engineering technician in Nashville District;

**Elijah Williams**, **Kenneth Dail**, **Chris Gates**, **Rob Simpson**, **Chris Jones**, **Jonathan Hinnant**, **Roosevelt Anderson**, **Justin Renfrow**, **Michael Lam**, **Elwood Sullivan**, **Ronald Woodard** and **Bobby Atkinson**, temporary transportation worker in Bituminous; and **William Drewery Jr.**, temporary engineering assistant in Wilson Construction.

#### *Retirement Announcements*

#### *Congratulations to:*

**Joseph Wiggins**, Nash County Bridge, retired April 1 with more than 10 years of service.

**Marriage Announcement****Congratulations to:**

**Chris Roberson**, transportation worker, Edgecombe County Maintenance, on his marriage to Kristy Denny on April 3.

**Birth Announcement****Congratulations to:**

**Travis Savage**, transportation worker, Edgecombe County Maintenance, and his family on the birth of his daughter Avery Grace Savage on April 2 weighing 7 pounds, 8 ounces.

**Miscellaneous:**

Division 4 has a new Division Engineer! Congratulations to **Bobby Lewis**, who was recently promoted to the Division 4 Engineer. Bobby has served in many capacities in Division 4, most recently as the Division 4 Maintenance Engineer. We all look forward to working with you!

**Division 5**

By Carolyn McDonald

**New Employees:**

**Dennis W. Carter**, temporary engineering technician, Warren County Maintenance;

**Chris A. Cofield**, temporary transportation worker, Franklin B Maintenance (Gillburg);

**Freddie L. Finch**, temporary transportation worker, Wake B Maintenance (Bunn);

**Bruce Jacobs**, temporary engineering technician, Franklin A Maintenance;

**Robert D. Knight**, temporary transportation worker, Incident Management;

**Stephen M. Lee**, temporary transportation worker, Franklin A Maintenance;

**William J. Moore**, temporary transportation worker, Incident Management;

**Thomas CJ Mozingo**, engineering technician, Youngsville Resident Engineers office; and

**James E. Parker**, temporary transportation worker, Franklin A Maintenance.

**Promotions:**

**Michael A. Clinard**, to transportation supervisor, Incident Management;

**Jason T. Dunigan**, to engineering technician, Wake County District office;

**Joshua E. Foley**, to engineering technician, Wake County District office; and

**Bill A. Lahoud**, to engineering technician, Wake County Bridge Maintenance office.

**Transfers:**

**Milton R. Perry**, from Warren County Maintenance, to transportation worker, Vance County Maintenance.

**Retirement Announcements****Congratulations to:**

**Deborah E. Hoyle**, office assistant IV, Vance County Maintenance office, retired April 1 with 28 years of service.

**Sympathies to:**

**V. Dale Glover**, transportation worker, on the loss of his brother, Glenn Hillard Glover on March 22.

**Miscellaneous:**

Division 5 would like to welcome back **Jeffrey J. Vones**, assistant resident engineer in our Aviation Resident Engineers office, who recently returned from Iraq. Vones has been out on active duty since March 2008. We are happy for his safe return and are grateful for his service to our country.

**Division 6**

By Felicia Nance

**New Employees:**

**Travis Yow** and **Antwaine McNeill**, temporary transportation worker, Fayetteville Bridge.

**Promotion:**

**Timothy Parker**, to equipment supervisor, Lumberton Equipment Shop.

**Marriage Announcement****Congratulations to:**

**Amanda Costello**, office assistant IV, Whiteville District, on her marriage to Jerney Collins on April 24.

**Birth Announcement****Congratulations to:**

**Michael J. Parker**, assistant resident engineer, Lumberton Construction and his family on the birth of his son Colby "Topcon" Parker on March 22 weighing 8 pounds and 9 ounces and **Joe Parker**, transportation technician IV, father of Michael.

**Sympathies to:**

**Wilbur D. Lane Jr.**, transportation supervisor III, on the loss of his father Wilbur D. Lane Sr. who passed away on April 12; and

**Keith Anderson**, county maintenance engineer, on the loss of his brother Glenn Anderson who passed away on April 12.

**Division 7**

By Kathy Walker, Judy Marsh and Lindora Rowell

**Birth Announcements****Congratulations to:**

**Scott Teague**, transportation worker, Graham Bridge, on the birth of his son Bennett, born on March 22 weighing 8 pounds, 2 ounces;

**Lee McMasters**, transportation tech III, District 1, and his family on the birth of his son William Walker McMasters on April 10 weighing 6 pounds, 9 ounces; and

**Lisa Angel**, personnel tech II, on the birth of her first grandchild Anna Elizabeth on April 6 weighing 5 pounds, 11 ounces.



**Sympathies to:**

**Wesley Welborn**, QA lab supervisor, on the loss of his father Garl "GW" Wesley Welborn who passed away on March 23;

**Vincent "Doc" Dockery**, transportation worker, on the loss of his grandmother Annie B. McCormick who passed away on March 24;

**Patty Eason**, division construction engineer on the loss of her mother Bernice Poston who passed away on April 3; and

**Mike Garrison**, electronics technician II, on the loss of his step-father Elbert Garrison who passed away on April 5.

**Division 8**

By Heather Hensley

**New Employee:**

**Jonathan Moore**, transportation worker, Roadside Environmental Unit.

**Sympathies to:**

**Lauren Brock**, office assistant, on the loss of her brother in law, Joe Brock who passed away on April 7; and

The family and friends of **Ernest L. Greene**, retired transportation worker, Moore County Maintenance, who passed away on April 9.

**Miscellaneous:**

A Certificate for Military Service was presented to Todd Logan, transportation worker in Randolph Co. Maintenance, in recognition of his active duty service in Iraq over the past year.

**Division 9**

By Ellen Brown

**New Employees:**

**Margaret Bonita Carr**, temporary processing assistant II, IMAP;

**Max Shoaf**, temporary transportation worker, Roadside Environmental;

**Ronald Smith**, temporary transportation worker, Roadside Environmental;

**José Vasquez**, temporary transportation worker, Roadside

Environmental;

**Christopher Spainhour**, temporary engineering technician-C, Traffic;

**Benjamin Baity**, temporary engineering technician-C, District 2 Field;

**Jonathan Higgins**, temporary electrician Technician I, Traffic; **James McMillan-Harris**, temporary engineering

technician-C, District 2 Field;

**John D. Morse**, engineering technician, Location and Surveys; and

**Donald McDaniel**, transportation worker, Forsyth Maintenance.

**Promotions:**

**David Dillon**, to VERTS-A, Division Equipment Shop.

**Sympathies to:**

**Joy Ogburn**, accounting technician, and **Randy Ogburn**, assistant traffic engineer, on the loss of Joy's brother Michael Lue Bottoms who passed away on March 24.

**Division 10**

By Patricia Harris

**Promotion:**

**Steve Carpenter**, to safety officer II, Division 10.

**Retirement Announcements****Congratulations to:**

**Ervin Huneycutt**, transportation worker, Stanly Maintenance retired with 30 years service; and

**Ronald Lee**, bridge maintenance transportation supervisor, retired with 32 years of service.

**Birth Announcement****Congratulations to:**

**Becky Fowler**, Office Assistant IV, Albemarle Construction, on the birth of her grandson Ryder James Taylor born on March 21.

**Sympathies to:**

**Brandon S. Baker**, vehicle equipment repair technician, on the loss of his brother-in-law, Officer Richard Payne Belk;

**R. P. Vaughan** (Dick), engineering technician, on the loss of his mother;

**Curtis Barbee**, division design construction engineer, on the loss of his stepfather Herbert Ward; and

**Gary Thompson**, transportation technician, on the loss of his mother Margaret Watts Thompson who passed away on April 17.

**Miscellaneous:**

Congratulations to **Kim Walton**, engineering technician with Traffic Services, as he assumes the position of Logo Coordinator for Division 10.

**Division 11**

By Debbie York

*Retirement Announcements**Congratulations to:*

**Curtis Williams**, Boone Bridge;  
**Quinton Rogers**, Mt. Airy Construction; and  
**Taft "Sonny" Greer**, Wilkes County Maintenance.

**Accounting Operations****General Ledger Unit***Marriage Announcements**Congratulations to:*

**Bob Herring**, state asset manager, Raleigh Headquarters,  
on his marriage to Vickie Richardson on April 24.

**Communications Office**

By Angela Greenfield

*Sympathies to:*

**Steve Abbott**, communications officer, on the loss of his  
father Maurice Abbott who passed away on April 12.

*Miscellaneous:*

**Lisa Crawley**, communications officer, has rejoined the  
communications department part-time. Welcome back!

**Division of Motor Vehicles**

By Marge Howell

*New Employees:*

**William Heath Little**, law enforcement agent, Columbus  
County;  
**Jeremy Ryan Wilhite**, law enforcement agent, Forsyth  
County;  
**Matthew Alan Nies**, law enforcement agent, Vance  
County;  
**Christopher Ryan Ivey Leggett**, law enforcement agent,  
Mecklenburg County;  
**David Paul Levitz**, law enforcement agent, Wake County;  
**Robert Franklin Cannady**, law enforcement agent, Lenoir  
County;  
**Daniel Blease Sandel**, driver license examiner, District I,  
Winston-Salem;  
**Jeremy Russell Crouse**, driver license examiner, District I,  
Winston-Salem;  
**Richard Napoliean Beachem**, driver license examiner,  
District I, Winston-Salem;  
**Roger Lee Devore**, driver license examiner, District F,  
Fayetteville;  
**Timothy Andrew Keegan**, driver license examiner, District  
C, Wilmington;  
**Mark Clell Williamson**, driver license examiner, District C,

Wilmington;

**Nancy Ruth Stout**, driver license examiner, District C,  
Wilmington;

**Patricia Leydens**, processing assistant V, Quality  
Assurance, Raleigh Headquarters;

**Rakhi Srivastava**, business services coordinator, Title and  
License Unit, Raleigh Headquarters;

**Sherry Courtney**, business services coordinator, Title and  
License Unit, Raleigh Headquarters;

**James Brittingham**, business services coordinator, Title  
and License Unit, Raleigh Headquarters;

**Letania Edwards**, business services coordinator, Charlotte  
State Window;

**Brandy Jones**, processing assistant III, Field Operations  
Support; and

**Brad Everett**, processing assistant V, Quality Assurance  
Unit, Raleigh Headquarters.

*Promotions:*

**Cindy Watkins**, to business services Coordinator,  
Operations Unit, Raleigh Headquarters;

**Ricardo Ross**, to processing assistant IV, Traffic Records  
Section, Raleigh Headquarters;

**Rebecca Driver**, to staff development specialist I, Raleigh  
Headquarters;

**Candie Dudley**, to Processing Assistant IV, Quality  
Assurance Unit, Raleigh Headquarters;

**Judy Riley**, to title examining supervisor III, Title and  
License Unit, Raleigh Headquarters;

**Janel Cunningham**, to processing assistant V, Quality  
Assurance Unit, Raleigh Headquarters;

**Lisa Diane Byerly**, to law enforcement agent, Greensboro;  
and

**Jack D. Coltrane Jr.**, to law enforcement director, Raleigh  
Headquarters.

*Transfers:*

**Zina Brown**, to administrative officer I, Administrative  
Hearings Section, Charlotte.

*Retirement Announcements**Congratulations to:*

**Vickey Sullivan Bridges**, driver license district supervisor,  
District E, Wake County, retired on March 31 with 30 years  
of service; and

**Kathy Lockamy**, processing assistant V, Liability  
Insurance Unit, retired on April 1 with 24 years of service.

*Departures:*

**Thomas B. Talley**, driver license examiner, Orange  
County, Carrboro office; and

**Janet Bumgardner**, driver license examiner, Forsyth  
County, Winston-Salem office.

**Ferry Division**

By Lucy Wallace

*New Employees:*

**David Wayne Mason**, ferry crew member I, Pamlico River  
Operations;



**Joseph Brandon Gavetti**, ferry crew member II, Hatteras Operations; and

**John Michael Henderson**, ferry crew member I, Southport Operations.

**Promotions:**

**Jeremy Evans Ferguson**, to ferry crew member I, Ocracoke Operations;

**Brandon Gray Willis**, to ferry crew member II, Cedar Island Operations;

**Tori Evans Griffin**, to processing assistant III, Southport Operations;

**Joyce Hooker Bruce**, to processing assistant II, Southport Operations;

**Richard Conway Fulbright**, to ferry crew member I, Southport Operations;

**Ricky Dale Tillett**, to ferry crew member I, Ocracoke Operations; and

**Mark Dee O'Neal**, to ferry crew member I, Ocracoke Operations.

**Sympathies to:**

**Rick Larson**, marine electrician, Hatteras Operations, on the loss of his mother Betty H. Larson who passed away on April 9.

**Kenneth J. Theriault**, painter, NC State Shipyard, on the loss of his brother Edglaw J. Theriault who passed away on March 21.

**Retirement Announcement**

**Congratulations to:**

**Delbert Bellairs**, database analyst, IT - DB2 Support Team, retired May 1 with 16 years of service.

**ITS & Signals Unit**

By Sharon L. Hughes

**New Employee:**

**Kevin Durigon**, transportation engineer II, Structural Review Group.

**Materials & Tests**

By Linda F. Jones

**Birth Announcement**

**Congratulations to:**

**Weston Wallace**, materials inspector, Salisbury Field Office, and his family on the birth of his daughter Ellie Faith on March 10 weighing 7 pounds, 4 ounces.; and,

**Dan Miller**, engineer, Physical Testing Laboratory, and his family on the birth of his son Hayden Anthony on March 23 weighing 8 pounds, 5 ounces.

**Human Resources Corner-April 2010**



**Patricia Boykin**, Division 3

**Deborah Hoyle**, Division 5

**Charles Bledsoe**, Division 11

**Kathy Lockamy**, Division of Motor Vehicle

**Janet Bumgardner**, Division of Motor Vehicle

**Vickey Bridges**, Division of Motor Vehicle

**Albert Little**, Information Technology

**IT Department**

By Haywood Poole

**Promotion:**

**Theresa Jeffries**, to personnel technician I.

**Project Development and Environmental Analysis**

By Stacy Oberhausen

**Miscellaneous:**

**James Tortorella**, GIS graphic analysis, returning from surgeries and treatments. Welcome back! We missed you.

**Rail Division**

By Paul C. Worley, Director Engineering & Safety

**Retirement Announcements**

**Congratulations to:**

**Frank A. Lumsden**, railroad safety inspector, Engineering & Safety Branch, retired with 15 years of service.

**Roadway Design Unit**

By Hapsy Clymer

**Marriage Announcement**

**Congratulations to:**

**Erica Snyder**, engineer technician (contributing) on her marriage to Drew Martin on April 17.

**Birth Announcements**

**Congratulations to:**

**Steve Kendall**, engineer supervisor (journey), on the birth of his granddaughter Melanie Grace Ledford, on April 1, weighing 7 pounds and 2 ounces; and



**Alex Henderson**, temporary technician, on the birth of his son Garvin Alexander Henderson on April 2 weighing 7 pounds and 4 ounces; and

**Tonya Roach**, engineer (contributing), on the birth of her son Jaeden Elizah Brown on March 30 weighing 4 pounds and 7 ounces.

Sympathies to:

**Jason Moore**, engineer supervisor (advanced) on the loss of his grandfather, Junior W. Bourne who passed away on Feb. 15; and

**Dena Kline**, engineer technician (journey) on the loss of her father, Earl Denning who passed away on March 23.

**Traffic Safety**

By Jackie Johnson

Promotions:

**David Phipps**, to regional traffic engineer, Sandhills Region; and

**Robert Coke Gray**, to regional traffic engineer, Cape Fear Region.

**DO YOU HAVE A STORY IDEA OR EVENT RELATED TO NCDOT THAT YOU WOULD LIKE TO INCLUDE IN AN UPCOMING ISSUE OF *IN THE LOOP*?**

**IF SO, CONTACT THE NCDOT COMMUNICATIONS OFFICE AT (919) 733-2522.**

(Deadline for article submission is the 15th. If the 15th is on a weekend, the deadline is the previous Friday. Sending an article or story idea **does not** guarantee it will appear in an upcoming issue of *In the Loop*.)

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# NCDOT

## OUR MISSION

*Connecting people and places  
in North Carolina – safely and  
efficiently, with accountability  
and environmental sensitivity*

## OUR GOALS

- Make our transportation network **safer**
- Make our transportation network move people and goods more **efficiently**
- Make our infrastructure **last longer**
- Make our organization a place that **works well**
- Make our organization **a great place to work**







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***In the Loop*** is produced and published by the

N.C. Department of Transportation

Communications Office

1503 Mail Service Center

Raleigh, NC 27699-1503

(919) 733-2522

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